

1 IN THE CLAIMS

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3 Please cancel claim 2-39 and add the following claims:
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5 ~~31~~ 40. A method for providing a store compensation system
6 using network-based computer software applications to integrate
7 and manipulate employee payroll and human resource information to
8 determine and monitor employee compensation for single or multi-
9 location companies, wherein said method comprises the steps of:
10 inputting employment data into a computer system for at
11 least one employee;
12 recording sales transaction data for said employee;
13 uploading said transaction data to a central database;
14 calculating compensation due to said employee based on
15 said transaction data;
16 recalculating said compensation at predetermined times;
17 and
18 providing said compensation due at predetermined times
19 for display;
20 wherein said computer system stores said transaction data
21 and performs said calculating; and
22 wherein said central database performs said recalculating to
23 determine accuracy of said compensation.
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1 41. A method according to claim 40, wherein said method further
2 comprises the step of:

3 using said employee data to create a plan for
4 compensating each said employee.

5
6 42. A method according to claim 41, wherein creating said
7 compensation plan comprises the steps of:

8 determining business labor rules;

9 establishing relationships for said transaction data to

10 calculate commission earnings;

11 establishing overtime parameters; and

12 establishing commission earnings parameters for each
13 said transaction data.

14
15 43. A method according to claim 42, wherein said establishing
16 commission parameters comprises the steps of:

17 selecting commission plan detail from a setup menu;

18 selecting parameters for a plurality of commissions and
19 incentives;

20 selecting restrictions for each said commission parameter;

21 identifying sales transactions;

22 determining the quantity of said sales transactions; and

23 computing said commission.
24

1 44. A method according to claim 42, wherein said establishing
2 relationships comprises the steps of:

3 configuring merchandise departments;
4 grouping said departments in clusters; and
5 assigning values to each of said clusters.

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7 45. A method according to claim 44, wherein said configuring
8 comprises the steps of:

9 selecting a company to which said transaction data
10 applies;

11 selecting a description of said merchandise associated
12 with said transaction data;

13 selecting a commission code for said merchandise; and

14 determining commission eligibility of said merchandise;

15 wherein said commission code corresponds to commission type
16 for said merchandise, and

17 wherein said determining commission eligibility fixes said
18 compensation calculations.
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1 46. A method according to claim 40, wherein said inputting
2 comprises the steps of:
3 selecting setup from a main menu;
4 selecting a compensation plan;
5 selecting to add employee data;
6 inputting a code corresponding to a location for said
7 employee;
8 inputting a job function code;
9 inputting a compensation state type code; and
10 inputting a compensation geographic area.
11

12 47. A method according to claim 40, wherein said recalculating
13 occurs at least two times per week.
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15 48. A method according to claim 40, wherein said recalculating
16 comprises the step of:
17 comparing said calculated compensation with historical
18 compensation for said employee to determine if
19 said calculated compensation is consistent with
20 said historical compensation.
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22 49. A method according to claim 40, wherein said calculating
23 compensation comprises the step of:
24 polling said transaction data.

1 50. A method according to claim 40, wherein said calculating
2 compensation further comprises the step of:

3 adjusting said calculated earnings; and
4 recalculating said calculated earnings.
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6 51. A method according to claim 40, wherein changes to said
7 calculating compensation may be made manually.
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9 52. A method according to claim 40, wherein said method further
10 comprises the steps of:

11 inputting employee hours into said computer system;

12 loading a sales history table from said computer

13 system;

14 determining a pay period for said sales transaction

15 data;

16 inserting said sales transaction data and historical

17 sales transaction data into an employee

18 recalculation table;

19 performing said recalculating; and

20 inserting said sales transaction data into said sales

21 history table.
22

23 53. A method according to claim 40, wherein said display is via
24 a monitor.

1 54. A method according to claim 40, wherein said display is via
2 a printed report.

3
4 55. A system for calculating employee compensation, wherein said
5 system comprises:

6 means for inputting employee data into a central
7 database;

8 means for inputting transaction data into said central
9 database;

10 means for creating a compensation plan for each
11 employee; and

12 means for generating an employee job table from said
13 data;

14 wherein said means for creating uses said employee data and
15 said transaction data to create said compensation plan; and

16 wherein said system uses said compensation plan to calculate
17 said compensation.

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19 56. A system according to claim 55, wherein said compensation
20 plan comprises incentives.

21
22 57. A system according to claim 56, wherein said incentives are
23 established on the basis of quantity sold.

1 58. A system according to claim 56, wherein said incentives are
2 established by selecting a department group, an earnings code, a
3 type of sale, a type of incentive program, a sequence number, and
4 a commission percentage corresponding to an appropriate sales
5 volume and price.

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7 59. A system according to claim 58, wherein said commission
8 percentage is dependent on said sales volume.--

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